

# **EXHIBIT M**



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Baltimore District Office**

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Charge No. 120-98-0900

Kathy C. Koch  
969 Darmouth Lane  
Woodmere, NY 11598-1009

Charging Party

LA Weight Loss Centers, Inc.  
255 Business Center Drive,  
Suite 150  
Horsham, PA 19044

Respondent

**DETERMINATION**

Under the authority vested in me by the Commission, I issue the following determination as to the merits of the above cited Charge of Discrimination filed under Title VII of the Civil Rights Act of 1964, as amended ("Title VII").

All requirements for coverage have been met.

Charging Party alleged that Respondent disciplined and discharged her in retaliation for participating in activity protected under Title VII.

The evidence obtained during the investigation supports Charging Party's allegations of discriminatory discipline and discharge and that the Respondent retaliated against Charging Party for having engaged in protected activity. Therefore, the Commission finds reasonable cause to believe that Respondent discriminated against Charging Party with respect to discipline and discharge in violation of Title VII.

With respect to other issues like and related to, and which have grown out of the Commission's investigation of the allegations raised in the charge, the Commission has determined that there is reasonable cause to believe that, since at least 1997, Respondent has throughout its entire company discriminated against males as a class on the basis of gender, with respect to its selection and hiring in all positions throughout the company.

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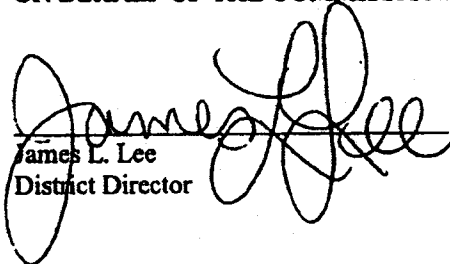
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Having determined that there is reasonable cause to believe that Respondent has violated Title VII as described above, the Commission now invites Respondent to join with the Commission in a collective effort toward a just resolution of this matter through the process of conciliation. A representative of this office will contact you promptly to discuss conciliation further.

ON BEHALF OF THE COMMISSION:

SEP 14 2000

Date

  
James L. Lee  
District Director

cc: Counsel for Respondent

Ms. Amy Anderson Miraglia  
Mr. David E. Landau  
Wolf, Block, Schorr and Solis-Cohen LLP  
1650 Arch Street, 22<sup>nd</sup> Floor  
Philadelphia, PA 19103-2097

cc: Counsel for Charging Party

Ms. Pamela J. White  
Mr. Barry L. Gogel  
Ober, Kaler, Grimes and Shriver  
120 East Baltimore Street  
Baltimore, MD 21202-1643

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